

## Diversity Steering Committee Meeting Summary September, 2005

Every month the Diversity Steering Committee meets to discuss current diversity issues as well as the ongoing implementation of the Diversity Action Plan. In the interest of city wide inclusiveness and creating openness, the Diversity Steering Committee will publish a monthly summary of items discussed. Please review the following items and contact your respective 6-Sided Partnership representative or a Diversity Steering Committee member should you have any questions or suggestions.

**Mission:** To work with each other and the community to make Tempe the best place to live, work, and play.

**Values:** People...Integrity...Respect...Openness...Creativity...Quality...Diversity

- There were no highlights from members of the Steering Committee this month in order to focus on completing the strategic plan:
- The Steering Committee continues to work on developing the strategic plan based on the follow-up audit from Jamieson & Gutierrez and recommendations from the Multicultural and Women's Task Force Groups. Although the strategic plan is not complete, the Steering Committee has finalized new terms for each of the five strategic areas: *Inclusion* has been changed to *Inclusion and Equity*, *Bias* has been changed to *Impartiality*, *Good Old Boy* has been changed to *Healthy Networks*, *Promotions* has been changed to *Fair Promotions*, and *Conflict* has been changed to *Solutions*. The new terms will guide the Steering Committee in creating program strategies and measures that would help the organization develop additional tools, concepts and processes that can be implemented at the workgroup level.